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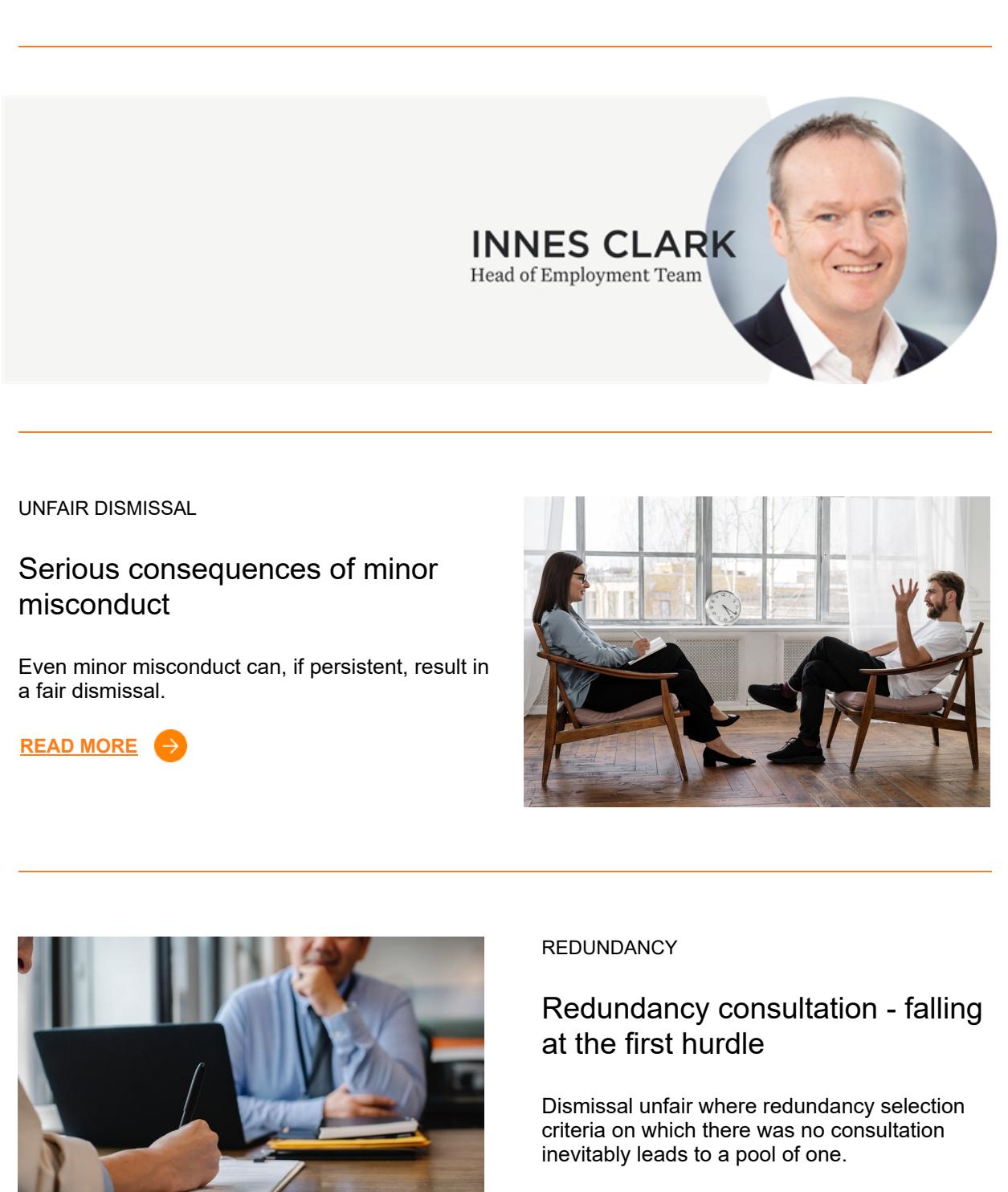
LAWYERS



Employment Law e-bulletin - November 2022

Welcome to our November e-bulletin. Over the past month, the "mini-budget" has largely been reversed and we have another new Prime Minister. The coming weeks will likely bring some clarity as to how employment law will be impacted as a consequence. In the meantime, we look at two unfair dismissal cases, one relating to redundancy and the other to minor misconduct. We also highlight a recent EAT case which confirmed that settlement agreements cannot waive unknown future discrimination claims. We also provide our usual round up of employment law related news.

All of our other regular features are here too, including links to our weekly podcasts. Scroll down to find out more.



[ESSENTIAL EMPLOYMENT LAW WEBINARS](#)

Register below for our next essential employment law webinar. Our webinars last for approximately 50 minutes and are free to attend. Click on the link below for further details.

- [Employment law - what to expect in 2023](#) - 12 January 2023

Our webinars are applicable to the law of Scotland, England and Wales. If you can't attend on the day please register anyway and we will send you a recording of the webinar.

Feedback from recent attendees at these seminars include "*really insightful*", "*the practical examples were particularly helpful, and Innes and Alan's experience and expertise in that regard was invaluable*" and "*very easy to understand and very well delivered*".

INCLUSIVE WORKSPACE - SUPPORTING NEURODIVERSITY IN THE WORKPLACE

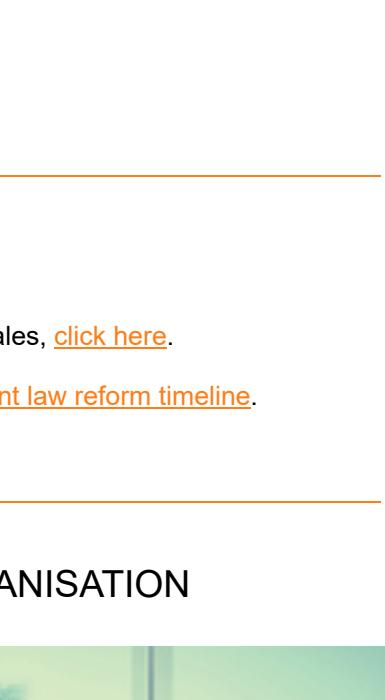
Our last webinar looked at the legal issues to be aware of and what employers can do to better support neurodiverse employees including what reasonable adjustments may be appropriate, as well as discussing practical issues and best practice in the workplace. You can view a recording here:-

[Essential Employment Law Webinar: Inclusive Workspace - supporting neurodiversity in the workplace](#)

For links to our other essential employment law webinars this year see [Employment Law Training](#).

INNES CLARK

Head of Employment Team

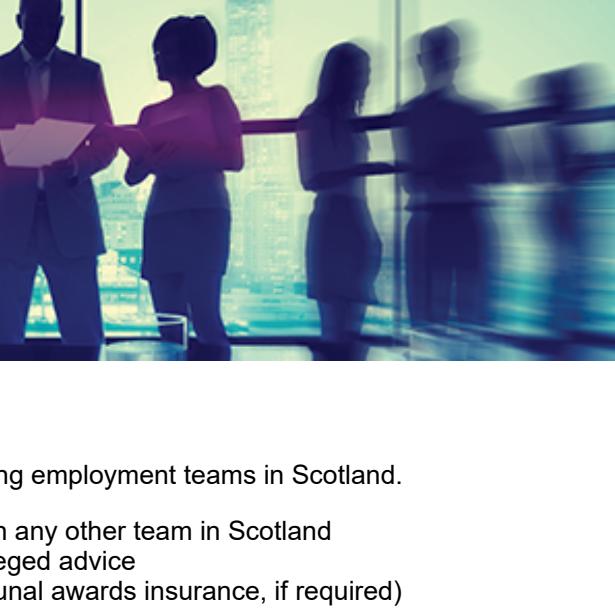


UNFAIR DISMISSAL

Serious consequences of minor misconduct

Even minor misconduct can, if persistent, result in a fair dismissal.

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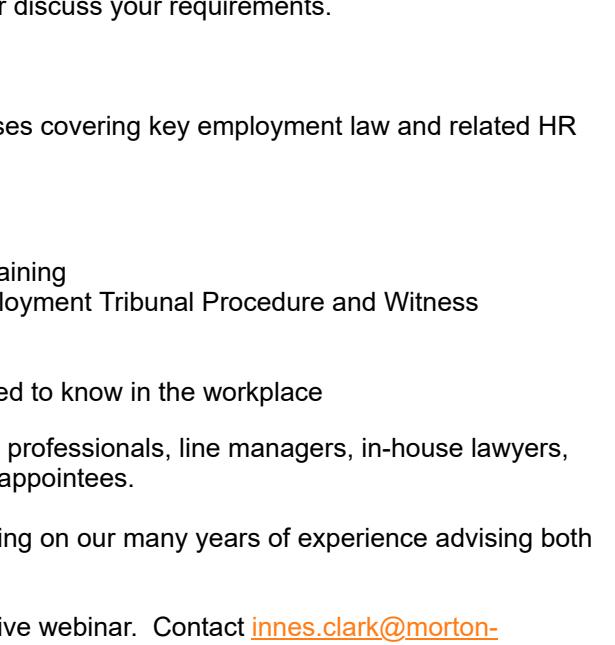


SETTLEMENT AGREEMENTS

Settlement agreement cannot waive unknown future claims

Equality Act prevents compromise of future discrimination claims.

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REDUNDANCY

Redundancy consultation - falling at the first hurdle

Dismissal unfair where redundancy selection criteria on which there was no consultation inevitably leads to a pool of one.

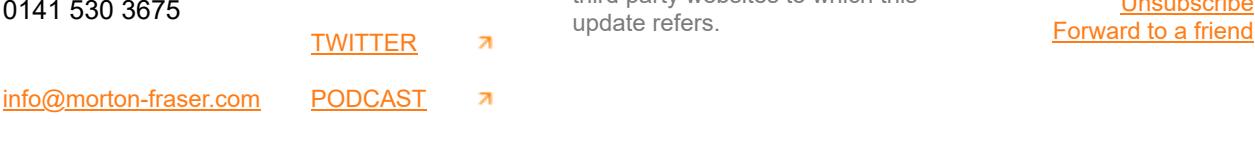
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EMPLOYMENT LAW GUIDE & TIMELINE

To see our Brief Guide to Employment Law in Scotland, England and Wales, [click here](#).

For details of upcoming changes in employment law, see our [Employment law reform timeline](#).

EMPLOYMENT LAW SUPPORT FOR YOUR ORGANISATION



How we can help

Clear employment law advice from one of the leading employment teams in Scotland.

- More Law Society accredited specialists than any other team in Scotland
- Clear, pragmatic, cost effective, legally privileged advice
- Fixed fee packages available (including Tribunal awards insurance, if required)

The Morton Fraser team acts quickly and are totally available. The team offers great service on time and they are always responsive.

Chambers and Partners 2023 Edition

Find out more about how our employment team can help you in our [brochure](#) or contact innes.clark@morton-fraser.com to ask a question or discuss your requirements.

Employment law training

We offer a practical series of employment law courses covering key employment law and related HR issues including:-

- Disciplinary and grievance issues training
- Managing employees (Performance) training
- Managing employees (Sickness Absence) training
- Discrimination and harassment training Employment Tribunal Procedure and Witness
- Familiarisation training
- Immigration & Employment training
- GDPR: the practical day to day skills you need to know in the workplace

Our courses are designed for business owners, HR professionals, line managers, in-house lawyers, finance team members, charity trustees and board appointees.

All of our courses have a very practical focus, drawing on our many years of experience advising both employers and employees.

Our courses can be delivered face to face or via a live webinar. Contact innes.clark@morton-fraser.com to find out more.

Contact us

If you have any questions on the content of this e-bulletin or if you would like to discuss any other employment issue then please contact any of the Employment Law Partners listed below or speak to your usual Morton Fraser employment team contact:-

[Innes Clark](#) on 0131 247 1181

[Lindsey Cartwright](#) on 0141 274 1141

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